DOCUMENT RESUME

ED 254 277 JC 850 081

TITLE	Fall 1984 Salary Survey Report for the Illinois Public Community Colleges.
INSTITUTION	Illinois Community Coll. Board, Springfield.
PUB DATE	Feb 85
NOTE	48p.
PUB TYPE	Reports - Research/Technical (143) -- Statistical Data (110)
EDRS PRICE	MF01/PC02 Plus Postage.
DESCRIPTORS	*Administrators; *College Faculty; *Community Colleges; *Fringe Benefits; *Salaries; School Personnel; State Surveys; *Teacher Salaries; Two Year Colleges
IDENTIFIERS	*Illinois

ABSTRACT

Information on 1984 salaries and benefits for faculty, staff, and administrators in the Illinois public community colleges is provided in this report. After introductory material provides a summary overview of the report, information is presented on fiscal year (FY) 1985 contractual base salaries for full-time faculty; FY84 full-time faculty salaries; FY85 part-time faculty salaries and full-time faculty overload and summer rates; salary schedules for full-time faculty with a master's degree; institutional policies related to faculty salaries and contracts; FY85 contractual base salaries for administrators and other professional staff; FY85 monthly classified staff salaries; fringe benefits; and salary and benefit increases. Highlighted findings include the following: (1) the average FY85 contractual base salary for faculty with 9-month contracts was $29,309, and for faculty with 12-month contracts was $25,418; (2) part-time faculty salary rates averaged $277 per course semester hour; (3) the average FY85 contractual base salary paid to other professional staff with 9-month contracts was $29,309; (4) the average administrative staff contractual salary for FY85 was $34,516; (5) the cost of fringe benefits in FY84 for full-time faculty averaged $3,457. (HB)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

I. J. Lach

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

U.S. DEPARTMENT OF EDUCATION
NATIONAL INSTITUTE OF EDUCATION
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

☐ This document has been reproduced as received from the person or organization originating it.

☒ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official NIE position or policy.

ED254277

FALL 1984 SALARY SURVEY REPORT
FOR THE
ILLINOIS PUBLIC COMMUNITY COLLEGES

Illinois Community College Board
509 South Sixth Street, Room 400
Springfield, Illinois 62701
Telephone: (217) 785-0123

February 1985

JC 850 081

Printed by Authority of the State of Illinois
D350

Illinois Community College Board

FALL 1984 SALARY SURVEY REPORT FOR THE ILLINOIS PUBLIC COMMUNITY COLLEGES

Table of Contents

	Page
Preface	ii
Highlights of the Fall 1984 Salary Survey Report	iii
Introduction	1
Fiscal Year 1985 Contractual Base Salaries for Full-time Faculty at Illinois Public Community Colleges	3
Total Fiscal Year 1984 Full-time Faculty Salaries (W-2 Type) at Illinois Public Community Colleges	6
Fiscal Year 1985 Part-time Faculty Salary Rates and Full-time Faculty Overload and Summer Term Rates at Illinois Public Community Colleges	8
Salaries Based on Fiscal Year 1985 Salary Schedules for Full-time Faculty with a Master's Degree at Illinois Public Community Colleges	10
Institutional Policies Related to Faculty Salaries and Faculty Contracts at Illinois Public Community Colleges	12
Fiscal Year 1985 Contractual Base Salaries for Other Professional Staff at Illinois Public Community Colleges	14
Fiscal Year 1985 Contractual Base Salaries for Administrative Staff at Illinois Public Community Colleges	17
Salaries Paid to Select Administrators at Illinois Public Community Colleges During Fiscal Year 1985	19
Summary of Fiscal Year 1985 Monthly Classified Staff Salaries at Illinois Public Community Colleges	26
Fringe Benefits for Full-time Employees at Illinois Public Community Colleges	29
Fiscal Year 1985 Mean Percentage Salary and Salary Plus Benefit Increases for Continuing Faculty, Other Professional Staff, Administrative Staff and Classified Staff at Illinois Public Community Colleges	32

PREFACE

The Illinois Community College Board (ICCB) staff has conducted the Fall Salary Survey for the past twelve years. Colleges report data on faculty, administrative and classified staff salaries, and personnel policies. The annual report summarizes this information, which is used by the colleges in determining staff salaries and for purposes of comparison. The ICCB staff and other state agencies use the report to monitor and analyze trends in community college salaries and personnel policies.

Every attempt was made to ensure that the data presented are comparable for each college. However, due to the great diversity among the community colleges in both administrative structures and salary policies, caution is advised in making comparisons on the basis of any one salary figure. Several types of salaries are shown in the report, and an analysis of all of these is essential when making comparisons. For example, if one wanted to compare faculty salaries at a relatively new college with those at an established college, the salary schedule salaries would be the most appropriate for purposes of comparison. We hope the information in this report will serve the needs of each of you.

The ICCB staff appreciates the cooperation of personnel in the community colleges in completing the salary survey accurately.

HIGHLIGHTS OF THE FALL 1984 SALARY SURVEY REPORT

1. The weighted average Fiscal Year 1985 contractual base salary for faculty with 9-month contracts was $29,309. The weighted average for faculty with 12-month contracts was $25.418. The contractual salary is the base salary paid to full-time faculty (see Pages 3 through 5).

2. The state average 12-month fiscal year (W-2 type) faculty salary for Fiscal Year 1984 was $31,742. This salary was $4,560 higher than the average Fiscal Year 1984 contractual base salary (see Pages 6 and 7). This fiscal year W-2 type salary includes salary for overloads, extra assignments, and summer teaching.

3. Part-time faculty salary rates ranged from $200 to $485 per course semester hour and averaged $277 during the fall 1984 term. The average overload rate for full-time faculty per course semester hour during the academic year was $386 (see Pages 8 and 9).

4. The state average academic year (usually 9 months) salary schedule salaries paid to full-time teaching faculty with a master's degree in the public community colleges were: (see Pages 10 and 11):

   a. master's degree, no additional graduate course work, and no experience (beginning level base salary). $15,861

   b. master's degree, maximum additional graduate course work, and five years experience. $22,508

   c. master's degree, maximum hours (highest salary). . . . $32,619

5. The average Fiscal Year 1985 contractual base salary paid to other professional staff with 9-month contracts was $29,309; the average for 12-month contract other professional staff was $21,857 (see Pages 14 through 16). Other professional staff includes counselors, librarians, and other instructional support staff such as curriculum coordinators.

6. The average administrative staff contractual salary for Fiscal Year 1985 was $34,516. The salaries reported ranged from a low of $13,811 to a high of $76,533 (see Pages 17 through 25).

7. The cost of fringe benefits in Fiscal Year 1984 for full-time faculty ranged from $375 to $8,012 per person. The state average cost of fringe benefits for a full-time faculty member was $3,457 (see Pages 29 through 31).

8. The average salary increases for community college personnel for Fiscal Year 1985 were (see Pages 32 and 33):

	Weighted Average Percent Increase
Administrative	5.7%
Other Professional	6.3%
Faculty	5.2%
Classified	7.9%

INTRODUCTION

The Fall 1984 Salary Survey for the Illinois Public Community Colleges was essentially the same as the survey conducted during the fall of 1983. The survey requests faculty salary data which are based on actual contracts, salaries from faculty salary schedules, part-time faculty salary rates, overload faculty salary rates, total fiscal year (W-2 type) faculty salaries, administrative salaries, other professional salaries, average faculty load information, salaries for positions similar to Universities Civil Service classifications, and salaries of key administrators.

Table 1 on Page 2 shows a summary of selected faculty and administrative salaries in Illinois public community colleges for Fiscal Year 1985. The range of salaries and the state average salary are shown in this table. The contractual salaries (9-month and 12-month) represent those which the colleges actually contract with the faculty. The salary schedule salaries are ones which are shown on the colleges' salary schedules. The state weighted average Fiscal Year 1985 contractual base salary for full-time faculty with 9-month contracts was $29,309; for 12-month full-time faculty the average Fiscal Year 1985 contractual salary was $25,418.

The average salary schedule salary for full-time teaching faculty with a master's degree and no experience increased by 2.6 percent to $15,861, while the average salary for a teacher with a master's degree and maximum hours increased by 3.0 percent to $32,619.

The administrative salaries shown are for an entire year (12 months) and represent the average of all the salaries reported by all public community colleges in Illinois. Not all colleges have all administrators and not all administrators are at the same administrative level; therefore, caution should be used in comparing administrative salaries.

The average part-time faculty salary rate per course credit hour increased to $277. This represents an eight dollar increase (3.0 percent). Part-time salary rates are determined in a variety of ways at each community college. For example, some colleges pay a flat dollar amount per course, while other colleges pay a rate per course credit hour or per class contact hour. In this survey, all of these various methods of payment were converted to an average rate per semester credit hour to obtain comparable data.

The Fiscal Year 1984 (W-2 type) state average full-time faculty salary was $31,742. This is 16.8 percent higher than the average Fiscal Year 1983 contractual base salary. These total annual faculty salaries include the base salary plus extra pay for additional courses above a full-time load (overloads) and for a summer session as well as any additional payment for special assignments, such as serving as department chairperson. This salary is similar to the salary reported on the Internal Revenue Service W-2 Form except that it is for a fiscal year instead of a calendar year.

Table 1

SUMMARY OF FISCAL YEAR 1985 FACULTY AND ADMINISTRATIVE SALARY DATA
IN ILLINOIS PUBLIC COMMUNITY COLLEGES

	Range		State
	Low	High	Average
Faculty Salaries			
Actual Contractual Base Salaries			
Full-time Teaching Faculty (9 mos.)	$13,000	$43,030	$29,309
Full-time Teaching Faculty (12 mos.)	$14,000	$50,741	$25,418
Salary Schedule Salaries for Full-time Faculty			
Lowest Salary - Master's Degree, No Experience	$12,375	$20,156	$15,861
Highest Salary - Master's Degree, Maximum Hours	$20,168	$43,030	$32,619
Total Fiscal Year 1984 (W-2 Type) Average Full-time Faculty Salaries	$13,368	$62,727	$31,742
Part-time Faculty Salary Rates Per Course Semester Credit Hour	$ 200	$ 485	$ 277
Administrative Salaries (12 Months)			
Executive of the District	$44,733	$76,533	$59,655
Campus Administrator	$41,113	$59,115	$51,246
Finance Officer	$30,000	$59,500	$45,367
Academic Officer	$31,450	$62,147	$44,814
Bacc. (Arts & Sci.)/Univ. Parallel Officer	$33,180	$47,024	$42,317
Occ./Career Educ. Officer	$23,000	$51,014	$37,027
Student Services Officer	$28,919	$58,486	$39,547
Cont. Ed. Officer (Comm. Ed./Comm. Serv.)	$20,246	$55,685	$36,340
Director of Data Processing	$20,400	$48,301	$36,160
Director of Research & Planning	$26,237	$48,996	$35,636
Admissions and Records Officer	$19,397	$46,640	$31,975
Director of Counseling	$22,683	$44,065	$35,077
Director of Financial Aid	$15,537	$37,176	$26,820
Director of Job Placement	$16,200	$44,644	$27,814
Director of Student Activities	$14,000	$48,556	$28,320
Director of Library/LRC	$19,852	$48,301	$34,284
Development Grants Officer	$17,696	$46,667	$32,818
Public Relations Officer	$16,333	$43,035	$28,213
Director of Personnel	$26,348	$53,470	$35,397

FISCAL YEAR 1985 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 2 below shows a state summary of the ranges of salaries for full-time faculty on 9-month contracts for Fiscal Year 1985.

Table 3 on Page 4 shows the lowest, average, highest, and median academic year contractual base salaries of full-time faculty with 9-month contracts at each community college in Illinois. Table 4 on Page 5 gives the same information for full-time faculty with 12-month contracts.

The lowest salaries represent the lowest contractual base salary actually paid to a full-time faculty member at each of the community college districts and may be different from salary schedule salaries which are reported in Tables 8 and 9 of this report.

The high salaries represent the highest contractual base salary actually paid to full-time teaching faculty members for an academic year at each of the colleges. The mean salaries represent the weighted average of all full-time teaching faculty salaries at each community college district. Statewide average salary data reported throughout this report are weighted average salary data. The median salaries reported are those which are the middle salary (an equal number of salaries equal to or lower and equal to or higher) at each college. The median salary is the most appropriate measure of central tendencies for salary data within a given college since it is not affected by extreme high or low salaries; however, it is not as meaningful when reporting statewide composite median salary data.

Table 2

SUMMARY OF FISCAL YEAR 1985 (9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Range		
	Low	-	High
Low Faculty Salaries	$13,000	-	$21,125
Average Faculty Salaries	$20,631	-	$33,733
High Faculty Salaries	$25,600	-	$43,030
Median Faculty Salaries	$20,200	-	$37,078

Illinois Community College Board

Table 3

FISCAL YEAR 1985 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MOS.)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	Number of Staff	Range of FY 1985 Salaries Lowest	Average	Highest	Median FY 1985 Salary
501	Kaskaskia	52	$15850	$22686	$28700	$22850
502	DuPage	204	16052	32736	41334	34159
503	Black Hawk	DNA	DNA	DNA	DNA	DNA
504	Triton	221	17031	29982	41373	29245
505	Parkland	162	16211	28312	37663	28418
506	Sauk Valley	45	16446	24190	31955	25162
507	Danville	59	15000	24866	32883	26864
508	Chicago	1887	16310	31677	43030	37078
509	Elgin	DNA	DNA	DNA	DNA	DNA
510	Thornton	128	18539	31489	38602	33804
511	Rock Valley	136	14697	25981	32841	25281
512	Harper	175	19566	33733	42698	35402
513	Illinois Valley	79	18699	27020	32364	25531
514	Illinois Central	188	17227	27851	37725	28484
515	Prairie State	102	18049	29320	37316	28540
516	Waubonsee	68	16841	28187	35868	28285
517	Lake Land	91	15731	23135	30650	24868
518	Carl Sandburg	53	13660	23603	31030	23722
519	Highland	42	15417	25483	31667	27280
520	Kankakee	51	15250	22363	33235	22103
521	Rend Lake	31	18395	24327	30395	24420
522	Belleville	99	14033	32146	40256	32668
523	Kishwaukee	66	16500	22683	31333	22170
524	Moraine Valley	176	13908	26305	36565	26466
525	Joliet	154	16038	30573	38549	30989
526	Lincoln Land	132	16702	28380	36129	29262
527	Morton	60	16585	27980	34144	29076
528	McHenry	49	15824	25692	36804	24801
529	Illinois Eastern	116	14825	21514	30000	22412
530	Logan	55	20935	28834	36006	29117
531	Shawnee	18	14000	21236	28050	21400
532	Lake County	158	21125	29422	37176	27219
533	Southeastern	32	15839	24488	29863	26543
534	Spoon River	36	17380	26028	31762	27532
535	Oakton	141	19950	31067	37986	31515
536	Lewis & Clark	84	19873	25414	31925	26156
537	Richland	41	16968	24411	30746	24568
539	John Wood	0	0	0	0	0
601	State Comm. Coll.	43	13000	20631	25600	20200
District Total/Averages		5234	$16624	$29309	$34551	$27328

DNA = Data Not Available

Illinois Community College Board

Table 4

FISCAL YEAR 1985 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MOS.)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	Number of Staff	Range of FY 1985 Salaries Lowest	Average	Highest	Median FY 1985 Salary
501	Kaskaskia	11	$20875	$22636	$27200	$24038
502	DuPage	0	0	0	0	0
503	Black Hawk	DNA	DNA	DNA	DNA	DNA
504	Triton	0	0	0	0	0
505	Parkland	0	0	0	0	0
506	Sauk Valley	5	21030	25839	30725	26335
507	Danville	0	0	0	0	0
508	Chicago	0	0	0	0	0
509	Elgin	DNA	DNA	DNA	DNA	DNA
510	Thornton	0	0	0	0	0
511	Rock Valley	3	26506	28169	30500	27500
512	Harper	2	35170	36736	38301	36736
513	Illinois Valley	0	0	0	0	0
514	Illinois Central	0	0	0	0	0
515	Prairie State	0	0	0	0	0
516	Waubonsee	0	0	0	0	0
517	Lake Land	0	0	0	0	0
518	Carl Sandburg	0	0	0	0	0
519	Highland	0	0	0	0	0
520	Kankakee	1	28106	28106	28106	28106
521	Rend Lake	26	22723	27261	33688	26999
522	Belleville	13	27531	37381	50741	37185
523	Kishwaukee	0	0	0	0	0
524	Moraine Valley	1	34118	34118	34118	34118
525	Joliet	0	0	0	0	0
526	Lincoln Land	0	0	0	0	0
527	Morton	0	0	0	0	0
528	McHenry	0	0	0	0	0
529	Illinois Eastern	0	0	0	0	0
530	Logan	0	0	0	0	0
531	Shawnee	9	17340	19246	28312	18000
532	Lake County	0	0	0	0	0
533	Southeastern	33	18286	22500	28826	23374
534	Spoon River	0	0	0	0	0
535	Oakton	0	0	0	0	0
536	Lewis & Clark	0	0	0	0	0
537	Richland	0	0	0	0	0
539	John Wood	19	14000	22252	32536	22575
601	State Comm. Coll.	1	20213	20213	20213	20213
District Total/Averages		124	$23825	$25418	$31939	$27098

DNA = Data Not Available

TOTAL FISCAL YEAR 1984 FULL-TIME FACULTY SALARIES (W-2 TYPE) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 5 on Page 7 shows a comparison of the contractual base salaries reported for Fiscal Year 1984 and the total salaries paid to full-time faculty in Fiscal Year 1984. The Fiscal Year 1984 W-2 type salaries include all overloads and compensation for extra assignments paid to full-time faculty from July 1, 1983 to June 30, 1984. The comparisons on this table show the average amount of additional salary a full-time faculty member received during Fiscal Year 1984. The average additional dollar amounts range from $1,318 to $9,226 above the Fiscal Year 1984 average contractual base salary.

The state average total fiscal year salary paid to faculty in Fiscal Year 1984 is $4,560 more than the state average academic year contractual salary for full-time teaching faculty in Fiscal Year 1984. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

Illinois Community College Board

Table 5

A COMPARISON OF FISCAL YEAR 1984 CONTRACTUAL BASE SALARIES AND TOTAL FISCAL YEAR (W-2 TYPE) SALARIES OF FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	FY 1984 Full-time Faculty Contractual Base Salaries	FY 1984 Total Full-time Faculty Salaries	Dollar Difference	Percent Difference
50101	Kaskaskia	$ 22377	$ 24525	$ 2148	9.60%
50200	DuPage	31305	37228	5923	18.92
50300	Black Hawk	24337	DNA	---	---
50401	Triton	28089	36326	8237	29.32
50501	Parkland	26233	29424	3191	12.16
50601	Sauk Valley	23136	26098	2962	12.80
50701	Danville	23549	26899	3350	14.23
50800	Chicago	29500	33824	4324	14.66
50901	Elgin	25972	DNA	---	---
51001	Thornton	27987	35329	7342	26.23
51101	Rock Valley	24793	29457	4664	18.81
51201	Harper	31132	36689	5557	17.85
51301	Illinois VAlley	26160	28800	2640	10.09
51401	Illinois Central	26396	32638	6242	23.65
51501	Prairie State	26494	28624	2130	8.04
51601	Waubonsee	27122	29196	2074	7.65
51701	Lake Land	22397	26245	3848	17.18
51801	Sandburg	22669	26147	3478	15.34
51901	Highland	23884	25285	1401	5.87
52001	Kankakee	21444	24675	3231	15.07
52101	Rend Lake	24906	28538	3632	14.58
52201	Belleville	30681	39907	9226	30.07
52301	Kishwaukee	22305	25143	2838	12.72
52401	Moraine Valley	25518	33371	7853	30.77
52501	Joliet	28721	35248	6572	22.73
52601	Lincoln Land	27041	29568	2527	9.35
52701	Merton	27681	29375	1694	6.12
52801	McHenry	29175	---	---	---
52900	Illinois Eastern	21234	25285	4051	19.08
53001	Logan	27785	32511	4726	17.01
53101	Shawnee	21541	22859	1318	6.12
53201	Lake County	29003	33792	4789	16.51
53301	Southeastern	21425	22785	1360	6.35
53401	Spoon River	24623	28098	3475	14.11
53501	Oakton	DNA	35248	---	---
53601	Lewis & Clark	23311	25134	1823	7.82
53701	Richland	23386	26146	2760	11.80
53901	John Wood	*	*	*	*
60101	State Comm. College	18266	22812	4546	24.89
	District Totals/Averages	$ 27182	$ 31742	$ 4560	16.80%

DNA = Data Not Available
*All faculty are on 12-month contracts/40 hours per week.

FISCAL YEAR 1985 PART-TIME FACULTY SALARY RATES AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 6 below shows a summary of the part-time faculty and full-time faculty overload and summer term salary rates in Illinois public community colleges during Fiscal Year 1985.

Table 7 on Page 9 shows the average part-time faculty salary rates per semester credit hour and full-time faculty overload rates by each community college district. The first column shows the part-time faculty rate per course credit hour. This rate is the amount paid to part-time teachers who might, for example, teach a night class at an extension center. The second column shows the overload rate for full-time faculty for the academic year. This rate represents the amount paid to full-time faculty for teaching courses above the full-time load during the academic year. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column shows the amount received by full-time faculty members for teaching a class during the summer term. Community colleges have many different bases for determining part-time faculty rates as well as overload rates. For example, some colleges pay a flat rate per course or a flat rate per term, while other colleges base their rates on contact hours or credit hours; still others pay an hourly rate. In addition, many of the colleges' overload rates for full-time faculty are based on a percentage of that faculty member's actual salary. These various methods of payment were converted to the average rate per semester credit hour so that comparable data could be obtained for each college. It must be realized, however, that much of the data reported had to be averaged and conversions were made for typical cases at each college.

Table 6

STATE SUMMARY OF FISCAL YEAR 1985 PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM SALARY RATES IN ILLINOIS PUBLIC COMMUNITY COLLEGES

	Lowest	Mean	Highest
Part-time Faculty Rates	$200	$277	$485
Overload Rates (Full-time)	$225	$386	$868
Summer Term Rates (Full-time)	$240	$483	$868

Illinois Community College Board

Table 7

FISCAL YEAR 1985 AVERAGE PART-TIME FACULTY SALARY RATES PER COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	Part-time Faculty Rate Per Course Credit Hour	Full-time Faculty Rate Per Course Credit Hour: Overload Rate for Academic Year	Full-time Faculty Rate Per Course Credit Hour: Rate for Summer Term
501	Kaskaskia	$292	$292	$325
502	DuPage	277	274	818
503	Black Hawk	DNA	DNA	DNA
504	Triton	285	500	598
505	Parkland	485	485	570
506	Sauk Valley	225	225	350
507	Danville	270	300	N/A
508	Chicago	233	*	*
509	Elgin	DNA	DNA	DNA
510	Thornton	295	654	712
511	Rock Valley	222	395	531
512	Harper	370	390	N/A
513	Illinois Valley	300	325	400
514	Illinois Central	301	400	808
515	Prairie State	250	272**	272**
516	Waubonsee	265	400	375
517	Lake Land	240	270	*
518	Carl Sandburg	258	258	390
519	Highland	218	308	357
520	Kankakee	260	285	498
521	Rend Lake	224	250	250
522	Belleville	270	525	855
523	Kishwaukee	250	695	525
524	Moraine Valley	280	675	675
525	Joliet	275	355	355
526	Lincoln Land	302	353	473
527	Morton	284	284	284
528	McHenry	265	265	*
529	Illinois Eastern	226	N/A	N/A
530	Logan	288	391	512
531	Shawnee	200	588	N/A
532	Lake County	350	330	330
533	Southeastern	250	350	375
534	Spoon River	285	868	868
535	Oakton	328	347	N/A
536	Lewis & Clark	225	260	260
537	Richland	333	349	507
539	John Wood	240	240	240
601	State Comm. Coll.	330	335	N/A
District Averages		$277	$386	$483

*Prorated from actual salaries
**Plus stipend based on number of hours
DNA = Data Not Available
N/A = Not Applicable

SALARIES BASED ON FISCAL YEAR 1985 SALARY SCHEDULES FOR FULL-TIME FACULTY WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

A state summary of the range of salary schedule salaries for faculty with a master's degree at those community college districts which have salary schedules, as well as the state average salaries, are shown in Table 8 below.

Table 9 on Page 11 shows the Fiscal Year 1985 salary schedule salaries at each community college in Illinois. These salaries are based on the salary schedules at the colleges and not on the actual salaries paid.

Table 8

SUMMARY OF FISCAL YEAR 1985 SALARY SCHEDULE SALARIES FOR FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE IN ILLINOIS PUBLIC COMMUNITY COLLEGES

SALARY SCHEDULE CATEGORIES	District Range Low - High	State Average
Master's Degree, Plus Zero Hours (No Experience)	$12,375 - $20,156	$15,861
Master's Degree, Plus Zero Hours (5 Years Experience)	$13,995 - $22,506	$18,955
Master's Degree, Maximum Hours (5 Years Experience)	$15,885 - $31,544	$22,508
Master's Degree, Maximum Hours (Highest Salary)	$20,168 - $43,030	$32,619

Illinois Community College Board

Table 9

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY
WITH MASTER'S DEGREES AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 1985

Dist. No.	District Name	Zero Hours, No Experience	Zero Hours, 5 Years' Experience	Maximum Hours, 5 Years' Experience	Maximum Hours, Highest Salary
501	Kaskaskia	$15354	$18100	$21250	$28000
502	DuPage	16052	22473	26518	36746
503	Black Hawk	DNA	DNA	DNA	DNA
504	Triton	17203	20644	24772	38191
505	Parkland	15000	18600	20800	35250
506	Sauk Valley	13981	16296	24387	32643
507	Danville	13695	N/A	N/A	N/A
508	Chicago	16310	18375	25834	43030
509	Elgin	DNA	DNA	DNA	DNA
510	Thornton	18060	22265	25459	38307
511	Rock Valley	15453	18477	21501	31329
512	Harper	17400	22454	31544	42698
513	Illinois Valley	18830	20422	24161	31568
514	Illinois Central	16434	N/A	N/A	37729
515	Prairie State	16790	19934	23892	35927
516	Waubonsee	16159	19569	23468	35025
517	Lake Land	14320	16945	17575	20200
518	Carl Sandburg	14678	18428	20452	31282
519	Highland	15417	18701	22971	30819
520	Kankakee	N/A	N/A	N/A	N/A
521	Rend Lake	17000	19325	22510	29020
522	Belleville	14760	17560	20272	34199
523	Kishwaukee	N/A	N/A	N/A	N/A
524	Moraine Valley	14885	18589	19720	40524
525	Joliet	16805	20354	24043	37500
526	Lincoln Land	16068	18602	21214	33772
527	Morton	16920	20020	24330	34170
528	McHenry	13320	16192	18401	20168
529	Illinois Eastern	15150	17150	19175	25475
530	Logan	20156	22506	26495	34485
531	Shawnee	12375	13995	15885	20925
532	Lake County	17991	18800	21868	34576
533	Southeastern	16069	19273	22078	29462
534	Spoon River	14842	18226	21610	30916
535	Oakton	16270	19950	26236	37972
536	Lewis & Clark	16069	18814	19867	27768
537	Richland	15150	18180	21968	29846
539	John Wood	N/A	N/A	N/A	N/A
601	State Comm. Coll.	13800	17250	20010	26910
District Averages		$15861	$18955	$22508	$32619

N/A = Not Applicable
DNA = Data Not Available

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 10 below summarizes the institutional policies at each public community college district in Illinois which are related to faculty salaries and faculty contracts. These policies often have a considerable impact on the salaries presented elsewhere in this report. For example, the average weekly class contact hour per full-time instructional faculty has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty.

Table 11 on Page 13 shows these policies for each college. Of the 37 community college districts in Illinois reporting, eleven have professional rank, although not all of these use rank as a criteria for salary determinations. Twenty-nine public community college districts reported that they have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Accordingly, although the state average number of required weekly hours for the faculty does not total 40 hours, most faculty members spend over 40 hours per week on their full-time assignments.

Table 10

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1984

	Range Low - High	State Average
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	25 - 35	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	12.5 - 20	16
Average Weekly Office Hours	2 - 10	7
Average Weekly Academic Advisory Hours	0 - 10	5
Length of Full-time Faculty Academic Year Contract in Months	8.7 - 12	9.1

Illinois Community College Board

Table 11

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS
ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1985

Dist. No.	District Name	Ave. Yearly Semester Credit Hours Taught	Ave. Weekly Class Contact Hrs. Teaching	Average Weekly Office Hours	Ave. Weekly Academic Advising Hours	Professional Rank	Length of Academic Year	Has Master Contract	Multiple Year Contract	Number of Years in Contract	Full-time Faculty Salary Schedule	Has Collective Bargaining	Recognized College Negotiating Body
501	Kaskaskia	30	18	10	2	No	9 Mos.	No	---	---	Yes	Yes	Kaskaskia Educ. Assoc.
502	DuPage	30	15	5	5	Yes	9 Mos.	Yes	Yes	2	Yes	Yes	Faculty Association
503	Black Hawk	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
504	Triton	30	14	5	0	No	10 Mos.	Yes	Yes	2	Yes	Yes	AFT
505	Parkland	26	16	5	0	No	9 Mos.	Yes	Yes	3	Yes	Yes	Parkland Coll. Assn.
506	Sauk Valley	32	16	5	0	Yes	9 Mos.	Yes	No	---	Yes	Yes	NEA
507	Danville	33	16.5	5	0	No	8.75 Mos.	Yes	Yes	2	No	Yes	IEA
508	Chicago	25	12.5	2	2	Yes	9 Mos.	Yes	Yes	2	Yes	Yes	AFT
509	Elgin	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
510	Thornton	30	15	5	0	No	9 Mos.	Yes	Yes	2	Yes	Yes	AFT
511	Rock Valley	26	15	10	0	Yes	9 Mos.	No	---	---	Yes	No	
512	Harper	30	15	10	0	Yes	9.75 Mos.	Yes	Yes	2	Yes	Yes	AFT
513	Illinois Valley	30	15	10	0	No	9 Mos.	Yes	Yes	3	Yes	Yes	AFT
514	Illinois Central	27	16	5	0	Yes	9 Mos.	Yes	Yes	3	Yes	Yes	Faculty Forum
515	Prairie State	33	16.5	4	0	No	8 Mos.	Yes	Yes	2	Yes	Yes	AFT
516	Waubonsee	30	16.5	5	0	No	9 Mos.	Yes	Yes	2	Yes	Yes	AFT
517	Lake Land	30	15	5	5	No	9 Mos.	Yes	No	---	Yes	Yes	Local Association
518	Carl Sandburg	32	16	5	4	No	9 Mos.	Yes	Yes	2	Yes	Yes	NEA
519	Highland	29	17.5	5	5	No	9 Mos.	Yes	Yes	2	Yes	Yes	AFT
520	Kankakee	32	19	10	1	No	9 Mos.	No	---	---	No	No	
521	Rend Lake	31	18.5	5	0	No	9 Mos.	No	---	---	Yes	Yes	AFT
522	Belleville	30	15	10	0	No	9 Mos.	Yes	Yes	2	Yes	Yes	AFT
523	Kishwaukee	32	18	5	5	No	9 Mos.	Yes	No	---	No	Yes	Faculty Senate
524	Moraine Valley	30	DNA	4	DNA	Yes	10 Mos.	Yes	Yes	3	Yes	Yes	AFT
525	Joliet	30	17.5	5	2	No	9 Mos.	Yes	Yes	2	Yes	Yes	AFT
526	Lincoln Land	30	15	5	0	No	9 Mos.	No	---	---	Yes	No	
527	Morton	30	15	6	0	No	9 Mos.	Yes	Yes	---	Yes	Yes	AFT
528	McHenry	30	15	5	0	Yes	9 Mos.	Yes	Yes	2	Yes	Yes	NEA
529	Illinois Eastern	32	N/A	N/A	N/A	No	9 Mos.	No	---	---	Yes	No	
530	Logan	30	15	10	1	No	9.75 Mos.	Yes	Yes	3	Yes	Yes	NEA
531	Shawnee	35	19	16	0	No	9 Mos.	No	---	---	Yes	No	
532	Lake County	30	15	10	6	No	8.65 Mos.	Yes	Yes	2	Yes	Yes	AFT
533	Southeastern	30	15	15	5	No	9 Mos.	Yes	Yes	2	Yes	Yes	Southeastern Educ. Assn.
534	Spoon River	30	18	10	0	No	9 Mos.	Yes	Yes	2	Yes	Yes	NEA
535	Oakton	30	16	5	5	Yes	9 Mos.	Yes	Yes	3	Yes	Yes	Faculty Association
536	Lewis & Clark	30	16	10	0	Yes	9 Mos.	Yes	Yes	3	Yes	Yes	Faculty Association
537	Richland	30	15	5	0	Yes	9 Mos.	Yes	Yes	2	Yes	Yes	AFT
539	John Wood	*	*	*	*	No	12 Mos.	No	---	---	No	No	
601	State Comm. Coll.	30	20	10	10	No	9 Mos.	Yes	No	---	Yes	Yes	AFT
District Averages		--	16	7	5		9.1 Mos.						

* All full-time faculty are employed on a 12-month basis with a standard 40-hour work week.
**Still negotiating.

DNA. = Data Not Available
N/A = Not Applicable

BEST COPY AVAILABLE

FISCAL YEAR 1985 CONTRACTUAL BASE SALARIES FOR OTHER PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 12 below shows a summary of the range of salaries for other professional staff in Illinois public community colleges.

Tables 13 and 14 on Pages 15 and 16 show the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other professionals (9-month and 12-month) at each community college in Illinois. Other professional staff includes counselors, librarians, and instructional support staff such as curriculum coordinators. Even though some colleges may classify some of these personnel types as non-teaching faculty, they were asked to report them in this category.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other professional staff with 9-month contracts was $29,309. For other professional staff with 12-month contracts, the weighted state average salary was $21,857.

Table 12

SUMMARY OF 1984-85 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO OTHER PROFESSIONALS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Range of Salaries	
	Lowest	Highest
Lowest Salaries (9 month)	$10,303	$26,369
Lowest Salaries (12 month)	$ 9,318	$35,438
Average Salaries (9 month)	$14,442	$33,626
Average Salaries (12 month)	$13,744	$42,152
Median Salaries (9 month)	$14,600	$35,093
Median Salaries (12 month)	$13,500	$44,644
Highest Salaries (9 month)	$14,675	$43,030
Highest Salaries (12 month)	$17,490	$48,137

Illinois Community College Board

Table 13

FISCAL YEAR 1985 CONTRACTUAL BASE SALARIES FOR
OTHER PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

Dist. No.	District Name	Number of Staff	Range of Current FY 1985 Salary Lowest	Average	Highest	Median FY 1985 Salary
501	Kaskaskia	4	$10860	$22940	$28000	$26450
502	DuPage	23	22473	31550	39729	32001
503	Black Hawk	DNA	DNA	DNA	DNA	DNA
504	Triton	13	19783	28848	41373	24084
505	Parkland	15	12000	17757	32428	16000
506	Sauk Valley	2	20266	23020	25774	23020
507	Danville	3	18179	21544	26864	19587
508	Chicago	86	18375	33626	43030	35093
509	Elgin	DNA	DNA	DNA	DNA	DNA
510	Thornton	12	21919	29471	37349	27291
511	Rock Valley	9	23769	31839	35541	32025
512	Harper	22	19566	31999	42698	33227
513	Illinois Valley	5	20422	29338	31568	25995
514	Illinois Central	22	19106	31509	37467	31909
515	Prairie State	6	20235	29543	35927	29839
516	Waubonsee	2	20126	27576	35025	27576
517	Lake Land	12	13062	22034	28822	22226
518	Carl Sandburg	0	0	0	0	0
519	Highland	0	0	0	0	0
520	Kankakee	0	0	0	0	0
521	Rend Lake	4	10303	18971	26706	19437
522	Belleville	3	26369	30074	32121	31731
523	Kishwaukee	3	14050	14442	14675	14600
524	Moraine Valley	18	12947	23315	34586	22105
525	Joliet	9	25016	32214	37500	33699
526	Lincoln Land	12	20693	29412	33772	30560
527	Morton	4	25450	30543	32914	32504
528	McHenry	9	20812	23797	27207	22957
529	Illinois Eastern	0	0	0	0	0
530	Logan	0	0	0	0	0
531	Shawnee	0	0	0	0	0
532	Lake County	15	17991	27993	37176	24689
533	Southeastern	0	0	0	0	0
534	Spoon River	6	12825	17460	25840	15900
535	Oakton	8	24905	29308	35630	28759
536	Lewis & Clark	3	18710	22188	24456	23397
537	Richland	8	25149	26816	29137	27270
539	John Wood	0	0	0	0	0
601	State Comm. Coll.	0	0	0	0	0
District Total/Averages		338	$19120	$29309	$32618	$26212

DNA = Data Not Available

Illinois Community College Board

Table 14

FISCAL YEAR 1985 CONTRACTUAL BASE SALARIES FOR
OTHER PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

Dist. No.	District Name	Number of Staff	Range of Current FY 1985 Salary Lowest	Average	Highest	Median FY 1985 Salary
501	Kaskaskia	0	$ 0	$ 0	$ 0	$ 0
502	DuPage	23	35438	42152	48137	44644
503	Black Hawk	DNA	DNA	DNA	DNA	DNA
504	Triton	0	0	0	0	0
505	Parkland	27	12500	24074	40272	25480
506	Sauk Valley	4	20618	23582	30194	21758
507	Danville	0	0	0	0	0
508	Chicago	238	9318	19963	31843	20878
509	Elgin	DNA	DNA	DNA	DNA	DNA
510	Thornton	0	0	0	0	0
511	Rock Valley	6	19231	24321	28350	23814
512	Harper	0	0	0	0	0
513	Illinois Valley	10	18500	26255	37000	27750
514	Illinois Central	18	20845	27366	34920	28005
515	Prairie State	0	0	0	0	0
516	Waubonsee	3	27497	30265	33251	30047
517	Lake Land	0	0	0	0	0
518	Carl Sandburg	13	12244	20381	31009	17716
519	Highland	14	13000	18567	25500	18150
520	Kankakee	24	12000	13744	17508	13500
521	Rend Lake	3	13748	19761	22835	22700
522	Belleville	13	16125	30871	46268	30100
523	Kishwaukee	6	16800	21925	28650	20425
524	Moraine Valley	58	11868	19971	36855	19645
525	Joliet	0	0	0	0	0
526	Lincoln Land	0	0	0	0	0
527	Morton	0	0	0	0	0
528	McHenry	5	13500	17694	19982	17908
529	Illinois Eastern	15	11000	16159	22694	16847
530	Logan	12	23522	30934	41160	29455
531	Shawnee	8	16500	20555	30014	19000
532	Lake County	5	20140	23954	33390	22041
533	Southeastern	13	13784	21025	28750	20556
534	Spoon River	5	14910	16610	17490	16695
535	Oakton	0	0	0	0	0
536	Lewis & Clark	9	16200	21068	35100	21120
537	Richland	2	35285	36073	36860	36073
539	John Wood	8	11170	19348	21958	20841
601	State Comm. Coll.	6	21533	26058	29251	27599
District Total/Averages		548	$17588	$21857	$31125	$23565

DNA = Data Not Available

FISCAL YEAR 1985 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 15 below shows a state summary of the range of administrative staff contractual salaries for Fiscal Year 1985. The weighted average administrative staff salary ranged from a low of $26,741 to a high of $47,057.

Table 16 on Page 18 shows the number of administrative staff; lowest, average, and highest Fiscal Year 1985 salaries; and the median Fiscal Year 1985 salaries of administrative staff. Administrative staff includes both academic and administrative personnel and includes positions similar to those shown in Table 17 on Page 19.

Some colleges may classify some of these administrative positions as faculty or other professional staff. However, for the sake of comparison, they were asked to report them as administrative staff regardless of how they were classified at the college.

The statewide weighted average administrative salary for Fiscal Year 1985 was $34,516. The lowest reported administrative salary was $13,811, and the highest was $76,533.

Table 15

SUMMARY OF FISCAL YEAR 1985 CONTRACTUAL SALARIES PAID TO ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Range		
	Low	-	High
Lowest Administrative Salaries	$13,811		$32,721
Average Administrative Salaries	$26,742		$47,057
Highest Administrative Salaries	$42,000		$76,533
Median Administrative Salaries	$28,153		$46,907

Illinois Community College Board

Table 16

FISCAL YEAR 1985 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
IN ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	Number of Staff	Range of Current FY 1985 Salaries Lowest	Average	Highest	Median FY 1985 Salary
501	Kaskaskia	20	$17650	$29960	$44733	$30650
502	DuPage	24	32721	47057	57868	46907
503	Black Hawk	DNA	DNA	DNA	DNA	DNA
504	Triton	42	24270	31545	70000	34293
505	Parkland	21	25000	44194	76533	43827
506	Sauk Valley	15	25816	34588	54788	31914
507	Danville	21	21100	31921	49110	31385
508	Chicago	197	17273	32483	75000	30614
509	Elgin	DNA	DNA	DNA	DNA	DNA
510	Thornton	26	25774	36619	64500	36048
511	Rock Valley	15	26352	36290	60200	36699
512	Harper	30	32000	44418	75000	45169
513	Illinois Valley	12	24070	38455	68400	46235
514	Illinois Central	25	29140	41431	64050	40170
515	Prairie State	22	23464	35691	62215	29750
516	Waubonsee	24	24000	36421	57000	35500
517	Lake Land	14	22000	32719	55000	31437
518	Carl Sandburg	12	16838	32662	54570	33256
519	Highland	14	24500	32550	54000	30950
520	Kankakee	33	14000	28458	63775	28200
521	Rend Lake	18	14324	31613	53033	30310
522	Belleville	36	16000	40146	67204	40402
523	Kishwaukee	9	25700	37461	58200	37100
524	Moraine Valley	36	21909	35429	65000	35500
525	Joliet	34	19080	31104	57410	28938
526	Lincoln Land	23	18000	32480	65000	29695
527	Morton	15	24570	36318	52350	34965
528	McHenry	23	15032	30451	53000	28662
529	Illinois Eastern	33	14150	26741	53000	33575
530	Logan	19	18380	37120	58695	36301
531	Shawnee	6	30000	36208	50290	34240
532	Lake County	42	23100	35382	65625	34662
533	Southeastern	16	22206	32950	57600	29190
534	Spoon River	15	20000	31219	42000	32361
535	Oakton	31	24500	41430	67200	39520
536	Lewis & Clark	25	24000	33897	57000	32580
537	Richland	19	13811	28894	47700	28153
539	John Wood	13	22008	30348	55000	29675
601	State Comm. Coll.	10	25417	33252	48005	DNS
District Total/Averages		990	$22112	$34516	$58920	$34412

DNA = Data Not Available
DNS = Data Not Submitted

SALARIES PAID TO SELECT ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1985

A summary of the Fiscal Year 1985 contractual base salaries paid to select administrators in Illinois public community colleges appears in Table 17 below.

Table 18 on Pages 20 through 25 shows the contractual base salaries paid to select administrators in each of the public community colleges in Illinois during Fiscal Year 1985. The chief executive officer is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multi-campus institutions and executive vice presidents for internal affairs at single campus colleges. Due to the various administrative organizations which exist at the colleges, a particular position may not exist. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. Another item for consideration when making comparisons between colleges is the number of years an administrator has been in the position.

Table 17

SUMMARY OF FISCAL YEAR 1985 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	Range		State Average
	Low	High	
Executive of the District	$44,733	$76,533	$59,655
Campus Administrator	$41,113	$59,115	$51,246
Finance Officer	$30,000	$59,500	$45,367
Academic Officer	$31,450	$62,147	$44,814
Bacc. (Arts & Sci.)/Univ. Parallel Officer	$33,180	$47,024	$42,317
Occ./Career Educ. Officer	$23,000	$51,014	$37,027
Student Services Officer	$28,919	$58,486	$39,547
Cont. Ed. Officer (Comm. Ed./Comm. Serv.)	$20,246	$55,685	$36,340
Director of Data Processing	$20,400	$48,301	$36,160
Director of Research & Planning	$26,237	$48,996	$35,636
Admissions and Records Officer	$19,397	$46,640	$31,975
Director of Counseling	$22,683	$44,065	$35,077
Director of Financial Aid	$15,537	$37,176	$26,820
Director of Job Placement	$16,200	$44,644	$27,814
Director of Student Activities	$14,000	$48,556	$28,320
Director of Library/LRC	$19,852	$48,301	$34,284
Development/Grants Officer	$17,696	$46,667	$32,818
Public Relations Officer	$16,333	$43,035	$28,213
Director of Personnel	$26,348	$53,470	$35,397

BEST COPY

Illinois Community College Board

Table 18

SALARIES OF ADMINISTRATORS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1984-85*

Dist. No.	District Name	Executive Officer			Campus Administrator			Finance Officer			Academic Officer		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	$44733	1	1	$			$39520	18	2	$35350	1	2
502	DuPage	75397	6	1	57041 (2)	5/9	2	56214	5	2	49240	5	3
503	Black Hawk	DNA			DNA			DNA			DNA		
504	Triton	70000	2	1				59500	11	2	56000	2	2
505	Parkland	76533	17	1				55917	10	2	58315	17	2
506	Sauk Valley	54788	4	1				44929	19	2	40328	3	2
507	Danville	46550	3	1				42944	5	2	42543	3	2
508	Chicago	69550	1	1	52033 (9)	0/15	2	49310	4	2	62147	2	2
509	Elgin	DNA			DNA			DNA			DNA		
510	Thornton	64500	0	1				41000	6	2	46364	1	2
511	Rock Valley	60200	15	1				40869	10		46862	13	2
512	Harper	75000	7	1				58970	3	2	60950	5	2
513	Illinois Valley	68400	10	1				48797	11	2	46388	7	2
514	Illinois Central	64050	9	1				47790	5	2	49325	5	2
515	Prairie State	62215	9	1	53432	9	2				48821	4	2
516	Waubonsee	57000	3	1				49750	7	2	47250 (2)	2	2
517	Lake Land	55000	0	1				43500	0	3	43600	0	3
518	Carl Sandburg	54570	1	1				41110	4	2	38310	4	2
519	Highland	54000	4	1				38500	12	2	41100	1	2
520	Kankakee	63775	7	1				38000	0	2	44900	7	2
521	Rend Lake	53033	6	1							41840	6	2
522	Belleville	67204	4	1	59115	2	2	59225	8	2	58000	2	2
523	Kishwaukee	58200	6	1							42100	7	2
524	Moraine Valley	65000	2.5	1				47500	1	2	50000	1	2
525	Joliet	57410	1	1				42400	1	2	51410	2	2
526	Lincoln Land	65000	17	1				50000	15	2	48350	16	2
527	Morton	52350	3	1				44824	3	2	50715	9	2
528	McHenry	53000	5	1				40851	4		47201	5	
529	Illinois Eastern	53000	1	1	41113 (2)	1/15	2	32458	8	2	34006 (5)	0/8	2/3
530	Logan	58695	3	1				50391	10	2	50664	6	2
531	Shawnee	50290	17	1				30000	5	2	34240	0	2
532	Lake County	65625	6	1				53488	3	2	53488	3	2
533	Southeastern	57600	11	1				41094	15	2	43686	5	2
534	Spoon River	Vacant						36070	4	2	42000	1	2
535	Oakton	67200	.08	1				56730	13	2	53780	6	2
536	Lewis & Clark	57000	1	1	42780	1	2	Vacant			41760		2
537	Richland	47700	4	1				39445	3	2	39997	5	2
539	John Wood	55000	9	1				36000	7	2	31450	1	2
601	State Comm. Coll.	Vacant						40000	7	2	35913	2	2
District Averages		$59655			$51246			$45367			$44814		

NOTE: Numbers in parentheses following average salaries are the number of persons in each district in that administrative position. No number means one person serves in that position.

*Administrative Level varies between central office and colleges.
DNA - Data Not Available

Illinois Community College Board

Table 18
(continued)

SALARIES OF ADMINISTRATORS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1984-85*

Dist. No.	District Name	Bacc./Univ. Parallel Officer			Occupational Career Officer			Student Services Officer			Continuing Education Officer		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	$			$33800	2	2	$36700	4	2	$37525	6	2
502	DuPage	46153 (3)	4/9	3	43919 (2)	3/4	3	45160	6	3	48505	5	3
503	Black Hawk	DNA			DNA			DNA			DNA		
504	Triton	45424	4	3	51014	15	3	54014	4	3	44500	1	3
505	Parkland				29206	.25	3	54211	13	2			
506	Sauk Valley							38125	13	2	31298	3	3
507	Danville							41334	2	2	35343	2	2
508	Chicago	Vacant			Vacant			32817 (6)	1/5	4	54510	1	3
509	Elgin	DNA			DNA			DNA			DNA		
510	Thornton				45171	6	3				38289	3	3
511	Rock Valley	40582	7	3	40869	9					39955	6	
512	Harper							55432	5	2	40950	6	3
513	Illinois Valley				36111	7	3	40000	8	2	34361	5	2
514	Illinois Central	44495	4	3	49410	5	3	46035	9	2	45685	5	3
515	Prairie State				44813	17	3				41479	3	3
516	Waubonsee	40850	2	3	35500	2	3	41750	2	3	46000	8	3
517	Lake Land	39750	10	3	23000	0	4	37000	4	3	22000	0	4
518	Carl Sandburg				36849	5.5	3	36136	1	2	36384	10.5	3
519	Highland							36000	1	3	27000	2	3
520	Kankakee				34317	6	3	30796	0	2	36190	3	3
521	Rend Lake				37224	5	2	**					
522	Belleville							58486	11	2			
523	Kishwaukee							35150	4	2	31400	5	2
524	Moraine Valley	47024	2	3	39060	1	3	49910	10	2	35500	3	3
525	Joliet	46110	4	3	46110	4	3						
526	Lincoln Land	38550	4	3	36900	4	3	45639	11	2	36462	14	3
527	Morton	33180	10	3	33180	4	3	40425	3	2	31500	3	3
528	McHenry							40012	11		33161	1	
529	Illinois Eastern				26419 (2)	4/6	3	28919 (2)	8/10	3			
530	Logan				44954	15	3	41861	8	3	34632	2	4
531	Shawnee				34240	5	2	34240	1	2			
532	Lake County				35616	5	3	47912	12	3	35404	2	3
533	Southeastern				37840	0	3	41094	12	2	20246	9	3
534	Spoon River	35698	5	3	35698	6	3	37640	6	2	23574	5	3
535	Oakton							39490	5	3	53488	14	
536	Lewis & Clark							42120	9	2	24000	.5	3
537	Richland							39997	12	2			
539	John Wood				25141	1	3	31625	0	2	29675	8	2
601	State Comm. Coll.	____			30050		3	32751	7	2	33170	11	3
28	District Averages	$42317			$37027			$39547			$36340		29

*Administrative Level varies between central office and colleges.
**See Business Services
DNA = Data Not Available

BEST COPY

Illinois Community College Board

Table 18
(continued)

SALARIES OF ADMINISTRATORS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1984-85*

Dist. No.	District Name	Director of Data Processing			Director of Research/Planning			Admissions/Records Officer			Director of Counseling		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	$32800	7	3	$31300	7	3	$32560	5	3	$25000	4	3
502	DuPage	44842	4	3	40979	2	4	45516 (2)	10/15	4	44065	5	4
503	Black Hawk	DNA			DNA			DNA			DNA		
504	Triton	42073	6	4	26237	1	4	31110	3	4	29054	3	4
505	Parkland	37800	2	3	40990	13	3	28771	6	3	36815	6	3
506	Sauk Valley	32855	13	2	31356	3	2	30786	3	3			
507	Danville	23731	5	3				30361	6	3	22683	1	3
508	Chicago	41498	1	3	48996	3	3	34858 (7)	1/14	4			
509	Elgin	DNA			DNA			DNA			DNA		
510	Thornton	36721	4	4				43933	12	2	40032	1	3
511	Rock Valley	36699	9					32935	6				
512	Harper	45400	4	3	42098	13	2	41550	5	3	41250	2	3
513	Illinois Valley	40648	6	2				27638	6	3			
514	Illinois Central	35350	7	3	42960	5	2				34885	6	3
515	Prairie State	38871	4	3	31115	5	3	34548	6	3	36985	2	3
516	Waubonsee	36650	6	3									
517	Lake Land	32875	1	4				24700	1	3			
518	Carl Sandburg	33256	8.5	3									
519	Highland	29800	6	3									
520	Kankakee				34635	3	2	28825	0	3	31231	8	3
521	Rend Lake							21824	4	3	25900	1	3
522	Belleville	35741	7	3				36749	4	3	43627	1	3
523	Kishwaukee	37100	5	2				26900	3	3			
524	Moraine Valley	40500	1	3				36000	2	4	43568	1	3
525	Joliet	45686	4	3	37100	2	2	41340	2	3			
526	Lincoln Land							35225	4		37042	16	3
527	Morton	33180	4	3	31500	3	3	34965	10	3			
528	McHenry	33726	6					27863	4				
529	Illinois Eastern				32458	16	2	19397 (4)	5/7	3			
530	Logan	25353	3	4				36301	1	4			
531	Shawnee												
532	Lake County	43036	10	3	28424	0	3	43036	12	4	34662	2	4
533	Southeastern										24647	7	4
534	Spoon River	32193	6	3	27560	7	3				24000		
535	Oakton	48301	14	3	41420	3	3	46640	14	3	31420	1	4
536	Lewis & Clark	34740	13	3				25140	2	3	32120	4	3
537	Richland				36682	10	3	22842	3	4			
539	John Wood	30350	5	2				22008	5	3	27476	9	3
601	State Comm. Coll.	20400	3	3				21810	7	3			
District Averages		$36160			$35636			$31975			$35077		

*Administrative Level varies between central office and colleges.
DNA = Data Not Available

Illinois Community College Board

Table 18
(continued)

SALARIES OF ADMINISTRATORS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1984-85*

Dist. No.	District Name	Director of Financial Aid			Director of Job Placement			Director of Student Activities			Director of Library/LRC		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	$17650	3	4	$			$28885	3	3	$21350	3	3
502	DuPage	37107	4	4	44644	14	4	41381	5	4	48137	17	3
503	Black Hawk	DNA			DNA			DNA			DNA		
504	Triton	29231	3	4				32906	4	4	42233	5	4
505	Parkland	37176	14	4	26613	.5	4	48556	17	3	46264	15	3
506	Sauk Valley	31696	14	3									
507	Danville	31950	14	3							33726	3	3
508	Chicago	31535 (7)	2/9	3				24249 (5)	2/10	4			
509	Elgin	DNA			DNA			DNA			DNA		
510	Thornton	32020	1	3							32582	3	4
511	Rock Valley	29340	4	4				29577	15	3	36699	15	4
512	Harper				38270	2	4	32000	8	3	37575	2	4
513	Illinois Valley	24074	6	3							33055	14	3
514	Illinois Central										43660	12	3
515	Prairie State							23464	3	4	39102	17	3
516	Waubonsee										32880	4	4
517	Lake Land												
518	Carl Sandburg	16838	1	4							30000	1	3
519	Highland	25000	1	3							25000	1	3
520	Kankakee	15537	0	4	17011	1	4	14000	0	3	27500	0	3
521	Rend Lake	23340	4	3	26976	3	3				31972	3	3
522	Belleville	29485	2	3				28767	2	4	47108	15	2
523	Kishwaukee	20700	4	3							20918	11	3
524	Moraine Valley	20879	2	4	27980	3	4	19645	1	4	39270	1	3
525	Joliet	25440	2	4				35616	15	4			
526	Lincoln Land	24000	3	4				28300	7	4			
527	Morton										31166	0	3
528	McHenry	21000	1	4				16536	1	4	33347	5	4
529	Illinois Eastern	17533 (3)	.25	3							19852 (2)	3/8	4
530	Logan				31925	3	4	29904	1	4	44186	13	3
531	Shawnee												
532	Lake County	32118	3	4	23100	1	4	43036	15	4	44254	13	3
533	Southeastern										29226	20	4
534	Spoon River							32361	11	3	30894	12	3
535	Oakton							29620	5	4	48301	14	3
536	Lewis & Clark	32580	13	4	16200	1	3	31020	4	3	30513	12	3
537	Richland	30878	2	4				17742	3	4			
539	John Wood	23249	3	3									
601	State Comm. Coll.	27250	0	3	25417	8	3	23437	5	3	27910	11	3
District Averages		$26820			$27814			$28320			$34284		

*Administrative Level varies between central office and colleges.
DNA = Data Not Available

BEST COPY

Illinois Community College Board

Table 18
(continued)

SALARIES OF ADMINISTRATORS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1984-85*

Dist. No.	District Name	Development/Grants Officer			Public Relations Officer			Director of Personnel			Business Services Officer		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	$			$			$			$		
502	DuPage	46667	6	4	32721	2	4	44505	0	3	46388	5	4
503	Black Hawk	DNA			DNA			DNA			DNA		
504	Triton	44538	3	4	30920	3	4	27771	4	4	42244	10	4
505	Parkland				25000	.5	3	42660	9	3			
506	Sauk Valley				31914	17	2						
507	Danville				21100			28175	9	2			
508	Chicago				42054	1	2	53470	1	3	39463	10	3
509	Elgin	DNA			DNA			DNA			DNA		
510	Thornton	25774	1	4	28813	6	2	35167	12	4			
511	Rock Valley				29903	8							
512	Harper	40000	0	2	43035	9	2	41150	2	3	44938	2	3
513	Illinois Valley				34074	15	2						
514	Illinois Central				29140	3	3	40820	7	3			
515	Prairie State	25056	1	3	30000	1	3	29500	1	3	25065	1	3
516	Waubonsee				25550	6	4	37800	6	4			
517	Lake Land	36450	7	3	22350	1	4						
518	Carl Sandburg	17696	1	4									
519	Highland				24500	0	3				18200	7	4
520	Kankakee				19976	4	2						
521	Rend Lake				22810	6	2				39583	3	2
522	Belleville	31962	12	4	32712	4	2	43000	1	3			
523	Kishwaukee	28650	2	3	21200	2	3				26900	4	2
524	Moraine Valley	22500	1	4	22500	1	4	29500	1	3	35256	1	3
525	Joliet	34980	2	3	31906	7	2	29680	2	3			
526	Lincoln Land	26500	6	4	20179	2	5	31090	10	4	27270	3	4
527	Morton				36400	10	3	28184	7	3			
528	McHenry				25099	10		26348	6		22048	1	
529	Illinois Eastern	26848 (2)	3/4	3	16333	2	3						
530	Logan	36013	10	4	31027	11	4						
531	Shawnee												
532	Lake County	49000	0	2	29256	4	2	35934	3	3	41352	3	3
533	Southeastern				22286	1					26184	12	
534	Spoon River							34000	3	3			
535	Oakton	24500	.08	3	35140	4	3	41130	7	4	28350	2	4
536	Lewis & Clark	42000	.5	2	28500	.25	2						
537	Richland	37566	1	2									
539	John Wood												
601	State Comm. Coll.	———			———			28050	14	3	28640	1	3
District Averages		$32818			$28213			$35397			$32805		

*Administrative Level varies between central office and colleges.
DNA = Data Not Available

Illinois Community College Board

Table 18
(continued)

SALARIES OF ADMINISTRATORS IN ILLINOIS PUBLIC COMMUNITY COLLEGES DURING 1984-85*

Dist. No.	District Name	Physical Facil./Grounds Officer			Adult Basic/Secondary Educ.			Director of Athletics			Controller		
		Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level	Annual Salary	Years in Position	Admin. Level
501	Kaskaskia	$21320	8	3	$			$			$		
502	DuPage	37395	1	4	44993	5	4	45690	5	4			
503	Black Hawk	DNA			DNA			DNA			DNA		
504	Triton				25476	2	4	31075	3	4	39534	3	4
505	Parkland	40613	15	3									
506	Sauk Valley	28346	12	3									
507	Danville	29533	10	3	30500	1	3				26593	5	3
508	Chicago	44900	7	3	52360	0	3				47233	18	3
509	Elgin	DNA			DNA			DNA			DNA		
510	Thornton	35248	3	4	43933	7	3	36048	2	4			
511	Rock Valley	27060	1		26352	6					26454	7	
512	Harper	45506	2	3				45575	17	4	42098	17	3
513	Illinois Valley	27916	4	3									
514	Illinois Central	38560	5	3							39140	6	3
515	Prairie State	36697	8	3							34617	8	3
516	Waubonsee	30850	11	4	30000	8	4				24000	6	4
517	Lake Land				23375	4	4				27220	7	4
518	Carl Sandburg	29578	6	3							21222	10	4
519	Highland	31000	4	3				25500	4	4			
520	Kankakee	29567	7	3	20627 (2)	4/6	4						
521	Rend Lake	27495	1	3	27877	6	3	33422	3	3	28648	3	3
522	Belleville	40231	14	3				26678	5	4	28960	13	4
523	Kishwaukee	25700	7	2	19650	2	3	32450	11	3	20223	3	3
524	Moraine Valley	39300	9	3	27561	4	4	22500	1	4			
525	Joliet	34450	6	3	28000	1	4				32330	5	3
526	Lincoln Land				26234	10							
527	Morton	36015	2	3									
528	McHenry	22755	5										
529	Illinois Eastern	21195 (3)	2/8	3				15305	2	4			
530	Logan	22850 (2)	12/1		28047	2	4				36761	4	3
531	Shawnee												
532	Lake County	38690	15	3	25440	1	4	40704	4	4			
533	Southeastern												
534	Spoon River				20000	1	3						
535	Oakton	41890	3	3				38190	13	4	35500	9	4
536	Lewis & Clark												
537	Richland												
539	John Wood										24050	1	3
601	State Comm. Coll.	24530	9	3									
District Averages		$29330			$28947			$32761			$31446		

*Administrative Level varies between central office and colleges.
DNA = Data Not Available

SUMMARY OF FISCAL YEAR 1985 MONTHLY CLASSIFIED STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 19 on Page 27 summarizes Illinois community college earnings for specific classified staff. The number of employees in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average Fiscal Year 1985 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

Table 20 on Page 28 shows a comparison of monthly mean salaries of comparable university civil service positions and classified community college positions. Overall, community college classified staff salaries are 1.0 percent higher than classified salaries at universities. However, many variables, such as tenure in the positions and exact job responsibilities, are unknown, which makes valid comparisons difficult.

Illinois Community College Board

Table 19

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED STAFF AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 1985

Title	Number of Employees	Low Salary	Average Salary	High Salary
Accountant I	34	$1,059	$1,493	$2,287
Accountant II	16	1,120	1,735	2,387
Accountant Clerk I	70	667	1,192	2,018
Accountant Clerk II	75	780	1,232	2,229
Admissions/Records Clerk	116	667	1,011	1,538
Admissions/Records Supervisor or Tech.	63	841	1,217	2,229
Audio-visual Services Manager	26	901	1,502	2,848
Bookstore Manager	32	722	1,535	2,996
Clerk Typist	443	697	1,275	1,828
Computer Operator I (Junior)	23	845	1,132	1,413
Computer Operator II (Senior)	22	902	1,365	1,672
Computer Programmer I (Junior)	18	950	1,279	1,911
Computer Programmer II (Senior)	26	1,163	1,717	2,140
Computer Systems Analyst	24	1,020	2,102	2,892
Custodian	449	742	1,230	1,774
Custodian Supervisor	46	897	1,588	2,401
Keypunch Operator/Data Entry Clerk	70	688	1,294	2,018
Library Clerk	130	722	1,243	2,229
Purchasing Clerk	20	768	1,209	1,581
Purchasing Supervisor	22	1,048	1,848	2,500
Receptionist/Switchboard Operator	57	694	1,082	1,581
Secretary-General	410	615	1,069	2,018
Secretary-Administrative	247	689	1,215	2,229
Secretary-Executive	80	867	1,523	2,362
Security Officer/Guard	74	931	1,348	1,883
Security Supervisor	20	1,082	1,840	2,528
Shipping/Recording Clerk	38	799	1,308	1,828

Illinois Community College Board

Table 20

COMPARISON OF MONTHLY FISCAL YEAR 1985 SALARIES OF CLASSIFIED PERSONNEL AT ILLINOIS PUBLIC COMMUNITY COLLEGES WITH UNIVERSITY CIVIL SERVICE SALARIES

Title	University Civil Service Monthly Mean Salary	Community College Monthly Mean Salary	Difference in Mean Salaries	Percent Difference in Mean Salaries
Accountant I	$1,520	$1,493	$ -27	-1.7%
Accountant II	1,832	1,735	-97	-5.3
Accountant Clerk I	851	1,192	341	40.1
Accountant Clerk II	1,014	1,232	218	21.5
Admissions/Records Officer I	1,177	1,011	-166	-14.1
Admissions/Records Officer III	1,767	1,217	-550	-31.1
Audio-visual Service Manager	2,134	1,502	-632	-29.6
Bookstore Manager	2,146	1,535	-611	-28.5
Clerk Typist I	768	1,275	507	66.0
Digital Computer Operator I	963	1,132	169	17.5
Digital Computer Operator II	1,102	1,365	263	23.9
Computer Programmer I	1,230	1,279	49	4.0
Computer Programmer II	1,405	1,717	312	22.2
Computer/Data Processing Analyst I	1,992	2,102	110	5.5
Custodian/Building Service Worker	1,220	1,230	10	0.8
Custodian Supervisor	1,793	1,588	-205	-11.4
Keypunch Operator/Data Entry Oper. I	939	1,294	355	37.8
Library Clerk I	927	1,243	316	34.1
Purchasing Clerk/Purchasing Asst. I	1,317	1,209	-108	-8.2
Purchasing Supv./Purchasing Agent	2,484	1,848	-636	-25.6
Receptionist/Switchboard Operator	1,183	1,082	-101	-8.5
Secretary-General	1,065	1,069	4	0.4
Secretary-Administrative	1,582	1,215	-367	-23.2
Secretary-Executive	1,909	1,523	-386	-20.2
Security Officer/Guard	1,084	1,348	264	24.4
Security Supervisor	1,696	1,840	144	8.5
Shipping/Receiving Clerk	1,026	1,308	282	27.5
Weighted Average Salaries	$1,242	$1,255	$ 13	1.0%

FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 21 below summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in Fiscal Year 1984.

Table 22 on Page 30 shows the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 23 on Page 31 shows the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and classified staff.

The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, workmen's compensation, and unemployment insurance.

Table 21

SUMMARY OF AVERAGE FISCAL YEAR 1984 FRINGE BENEFIT COSTS PER EMPLOYEE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Fringe Benefits		
	Low	Average	High
Teaching Faculty	$375	$3,457	$8,012
Administrative	$417	$3,089	$7,373
Other Professional	$370	$3,561	$5,343
Classified	$459	$2,119	$5,100

BEST COPY

Illinois Community College Board

Table 22

FRINGE BENEFITS PAID FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1983

Dist. No.	District/ Campus Name	Health Insurance	Health Insurance for Family Dependents	Dental Insurance	Life Insurance	Employees SURS Contrib. Paid by College	Free or Partial Tuition for Family	Sabbatical Leave With Pay	Workmen's Compensation	Unemployment Insurance	Disability	Other
501	Kaskaskia	x	x		x		x	x	x	x		
502	DuPage	x	x	x	x		x	x	x	x		x
503	Black Hawk	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
504	Triton	x	x	x	x		x	x	x		x	
505	Parkland	x	x	x	x			x	x	x	x	x
506	Sauk Valley	x	x		x		x		x	x		x
507	Danville	x			x		x	x	x	x	x	x
508	Chicago	x	x	x	x		x	x	x	x		
509	Elgin	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
510	Thornton	x		x	x		x	x	x	x		x
511	Rock Valley	x	x	x	x		x	x	x	x		x
512	Harper	x	x	x	x		x	x	x	x	x	x
513	Illinois Valley	x	x		x			x	x	x		
514	Illinois Central	x	x	x	x		x	x	x	x	x	x
515	Prairie State	x	x		x		x	x	x	x	x	
516	Waubonsee	x	x	x	x		x	x	x	x	x	x
517	Lake Land	x	x	x	x		x	x	x	x		
518	Carl Sandburg	x		x	x		x	x	x	x		
519	Highland	x	x		x		x	x	x	x	x	x
520	Kankakee	x			x		x	x	x	x		x
521	Rend Lake	x		x	x		x	x	x	x		
522	Belleville	x	x		x		x	x	x	x	x	
523	Kishwaukee	x	x	x	x		x		x	x	x	x
524	Moraine Valley	x	x		x		x	x	x	x	x	
525	Joliet	x	x	x	x		x	x	x	x		x
526	Lincoln Land	x		x	x		x	x	x	x		x
527	Morton	x	x		x			x	x	x		
528	McHenry	x	x		x		x	x	x	x		x
529	Illinois Eastern	x					x	x				
530	Logan	x	x	x	x		x	x	x	x		
531	Shawnee								x	x		
532	Lake County						x	x	x			x
533	Southeastern	x	x		x			x	x	x		x
534	Spoon River	x	x	x	x	x	x	x	x	x	x	
535	Oakton	x	x	x	x			x	x	x	x	
536	Lewis & Clark	x		x	x		x	x	x	x	x	
537	Richland	x	x	x	x		x	x	x	x	x	
539	John Wood	x	x		x			x	x	x	x	x
601	State Comm.Coll.	x			x			x				

DNA = Data Not Available

BEST COPY

Illinois Community College Board

Table 23

FISCAL YEAR 1984 ANNUAL COST OF FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Dist. No.	District Name	Teaching Faculty			Administrative Staff			Other Professional Staff			Classified Staff		
		Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
501	Kaskaskia	62	$ 90209	$1454	21	$ 35248	$1678	4	$ 3597	$ 899	36	$ 49723	$1381
502	DuPage	207	510552	2467	24	59223	2467	48	118447	2467	263	648651	2467
503	Black Hawk	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
504	Triton	221	482445	2183	42	86070	2049	13	29445	2265	335	708945	2116
505	Parkland	161	250180	1554	22	38503	1750	46	60943	1325	92	101609	1104
506	Sauk Valley	58	137694	2374	16	41216	2576	6	15498	2583	54	111221	2060
507	Danville	59	60593	1027	21	21714	1034	3	3081	1027	71	63971	901
508	Chicago	1126	9022024	8012	195	1437818	7373	526	2810200	5343	507	2585741	5100
509	Elgin	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
510	Thornton	130	155610	1197	27	32319	1197	12	14364	1197	99	118503	1197
511	Rock Valley	133	330618	2486	16	41506	2594	16	34809	2176	103	243589	2365
512	Harper	176	381614	2168	30	80300	2677	23	51608	2244	389	587791	1511
513	Illinois Valley	76	88807	1169	12	19876	1656	14	18579	1239	62	59932	967
514	Illinois Central	187	311542	1824	25	41650	1666	40	66640	1666	183	304878	1666
515	Prairie State	104	178909	1720	17	42242	2485	5	10424	2085	108	157803	1461
516	Waubonsee	72	153885	2137	25	55864	2235	5	10554	2111	62	123023	1984
517	Lake Land	95	155162	1633	12	20334	1694	13	21233	1633	72	129116	1793
518	Carl Sandburg	52	98436	1893	12	15888	1324	12	15888	1324	47	66223	1409
519	Highland	43	74837	1740	13	22499	1731	12	20595	1716	15	76666	1704
520	Kankakee	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
521	Rend Lake	57	45885	805	18	14940	830	7	5460	780	39	29445	755
522	Belleville	115	217373	1890	33	57136	1731	17	24785	1458	90	139341	1548
523	Kishwaukee	68	95294	1401	15	21466	1431	9	12277	1364	62	85667	1382
524	Moraine Valley	176	404800	2300	35	80500	2300	67	154100	2300	210	483000	2300
525	Joliet	154	424962	2759	34	91286	2685	9	23583	2620	149	368328	2472
526	Lincoln Land	129	165539	1283	22	28387	1290	12	13264	1105	118	141454	1199
527	Morton	60	145920	2431	15	28291	1886	4	9728	2432	79	148944	1886
528	McHenry	51	120034	2353	24	58524	2438	13	26317	2024	44	100388	2281
529	Illinois Eastern	125	74400	595	32	19046	595	23	13689	595	85	50592	595
530	Logan	56	101316	1809	18	31357	1742	10	16800	1680	44	70087	1593
531	Shawnee	29	10871	375	6	2503	417	6	2200	370	20	9187	459
532	Lake County	149	305450	2050	40	79711	1993	20	38973	1949	161	218700	1358
533	Southeastern	61	101612	1666	13	23582	1814	8	17030	2129	28	27356	977
534	Spoon River	37	92713	2506	13	30112	2316	13	29659	2281	41	42729	1042
535	Oakton	143	477048	3336	31	126480	4080	8	26688	3336	197	367405	1865
536	Lewis & Clark	86	99330	1155	23	27145	1180	17	19298	1135	101	108353	1073
537	Richland	49	81703	1667	18	28218	1568	5	6830	1366	34	29096	856
539	John Wood	20	26434	1322	13	16695	1284	8	4494	562	23	24365	1059
601	State Comm. Coll.	44	46069	1047	10	11183	1118	6	6466	1078	53	53735	1014
District Totals/Averages		4350	$15037425	$3457	901	$2782762	$3089	1047	$3728101	$3561	3741	$7926612	$2119

DNA = Data Not Available

FISCAL YEAR 1985 MEAN PERCENTAGE SALARY AND SALARY PLUS BENEFIT INCREASES FOR FACULTY, OTHER PROFESSIONAL STAFF, ADMINISTRATIVE STAFF, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 24 below shows a state summary of Fiscal Year 1985 weighted average percentage salary increases of full-time faculty, other professional staff, administrative staff, and classified staff. It also shows the weighted average percent increase for salary and benefits.

The average percent salary increases for each group at each college are shown in Table 25 on Page 33. The average percent salary and benefit increases at each college are shown in Table 26.

Table 24

FISCAL YEAR 1985 MEAN PERCENTAGE SALARY INCREASES AND SALARY AND BENEFIT INCREASES FOR ADMINISTRATIVE, OTHER PROFESSIONAL, FULL-TIME TEACHING FACULTY, AND CLASSIFIED STAFF

	Weighted Mean Percentage Salary Increases*		
	Low	Average	High
Administrative	0%	5.7%	9.6%
Other Professional	2.2%	6.3%	9.5%
Teaching Faculty	2.5%	5.2%	9.6%
Classified	2.6%	7.9%	11.4%

	Weighted Mean Percentage Salary Increases for Salary and Benefits*		
	Low	Average	High
Administrative	0.3%	6.6%	12.0%
Other Professional	2.4%	7.8%	13.4%
Teaching Faculty	2.8%	7.8%	13.4%
Classified	3.0%	8.5%	14.3%

* Does not include districts with missing data.

Table 25

FISCAL YEAR 1985 WEIGHTED MEAN PERCENT SALARY INCREASES
FOR ADMINISTRATIVE STAFF, FACULTY, OTHER PROFESSIONAL STAFF
AND CLASSIFIED STAFF

Dist. No.	District	Admin. Staff	Other Professional Staff	Faculty	Class. Staff
501	Kaskaskia	4.0%	4.0%	2.5%	5.0%
502	DuPage	6.2	6.2	6.2	5.5
503	Black Hawk	DNA	DNA	DNA	DNA
504	Triton	6.0	5.3	5.3	6.0
505	Parkland	8.0	8.0	8.0	6.9
506	Sauk Valley	2.6	2.2	2.6	2.6
507	Danville	5.5	5.5	5.5	DNA
508	Chicago	7.0	7.0	4.0	4.2
509	Elgin	DNA	DNA	DNA	DNA
510	Thornton	7.0	7.0	7.0	DNA
511	Rock Valley	6.8	5.6	5.6	8.0
512	Harper	6.6	6.2	6.2	6.3
513	Illinois Valley	5.2	4.4	3.8	4.6
514	Illinois Central	5.4	6.0	6.2	5.9
515	Prairie State	5.2	7.0	7.0	8.1
516	Waubonsee	0.0	4.3	4.3	5.5
517	Lake Land	4.3	4.5	4.5	6.2
518	Sandburg	7.0	7.0	7.0	7.0
519	Highland	8.0	6.6	8.3	6.7
520	Kankakee	5.0	5.0	5.0	5.0
521	Rend Lake	DNA	DNA	DNA	DNA
522	Belleville	7.5	7.5	7.5	7.0
523	Kishwaukee	5.0	5.5	5.2	5.2
524	Moraine Valley	4.0	4.0	4.0	DNA
525	Joliet	6.0	6.0	6.0	7.8
526	Lincoln Land	5.9	5.9	5.9	6.0
527	Morton	4.2	5.5	5.5	7.0
528	McHenry	DNA	DNA	4.1	DNA
529	Illinois Eastern	DNA	DNA	DNA	DNA
530	Logan	4.0	4.0	4.0	4.0
531	Shawnee	DNA	DNA	DNA	DNA
532	Lake County	6.0	6.0	5.0	7.0
533	Southeastern	5.6	9.5	5.2	11.4
534	Spoon River	6.0	6.0	6.0	6.0
535	Oakton	6.5	6.5	6.5	6.5
536	Lewis & Clark	3.1	5.0	9.1	9.3
537	Richland	6.2	6.2	6.2	6.2
539	John Wood	9.6	7.9	9.6	10.2
601	State Comm. College	5.0	N/A	6.3	5.3
Averages*		5.7%	6.3%	5.2%	7.9%

DNA = Data Not Available
* Does not include districts with missing data

Illinois Community College Board

Table 26

FISCAL YEAR 1985 WEIGHTED MEAN PERCENT SALARY AND BENEFIT INCREASES FOR ADMINISTRATIVE STAFF, FACULTY, OTHER PROFESSIONAL STAFF, AND CLASSIFIED STAFF

		Admin. Staff	Faculty	Other Professional Staff	Classified Staff
501	Kaskaskia	4.5%	3.0%	4.5%	5.5%
502	DuPage	6.3	6.3	6.3	5.8
503	Black Hawk	DNA	DNA	DNA	DNA
504	Triton	6.0	5.3	5.3	6.0
505	Parkland	8.0	8.0	8.0	6.9
506	Sauk Valley	2.8	2.8	2.4	3.0
507	Danville	6.7	6.7	6.7	DNA
508	Chicago	10.0	10.0	10.0	10.0
509	Elgin	DNA	DNA	DNA	DNA
510	Thornton	7.0	7.0	7.0	DNA
511	Rock Valley	6.8	5.6	5.6	8.0
512	Harper	7.3	7.4	7.4	7.3
513	Illinois Valley	5.2	3.8	4.4	4.6
514	Illinois Central	5.5	6.4	6.1	6.1
515	Prairie State	12.0	13.4	13.4	14.3
516	Waubonsee	1.4	5.7	5.7	6.9
517	Lake Land	5.8	6.7	7.4	10.3
518	Carl Sandburg	7.0	7.0	7.0	7.0
519	Highland	9.7	10.4	9.6	11.1
520	Kankakee	7.0	7.0	7.0	7.0
521	Rend Lake	DNA	DNA	DNA	DNA
522	Belleville	7.6	7.6	7.6	7.2
523	Kishwaukee	5.1	5.3	5.6	5.3
524	Moraine Valley	4.4	4.4	4.4	DNA
525	Joliet	6.0	6.0	6.0	7.8
526	Lincoln Land	6.2	6.2	6.2	6.3
527	Morton	5.4	6.7	6.7	8.2
528	McHenry	6.0	6.3	6.0	6.0
529	Illinois Eastern	DNA	DNA	DNA	DNA
530	Logan	4.5	4.8	4.5	5.5
531	Shawnee	DNA	DNA	DNA	DNA
532	Lake County	6.9	5.2	6.3	9.2
533	Southeastern	7.5	7.5	11.2	13.9
534	Spoon River	6.0	6.0	6.0	6.0
535	Oakton	6.5	6.5	6.5	6.5
536	Lewis & Clark	3.1	9.1	5.0	9.3
537	Richland	6.9	6.9	6.9	6.9
539	John Wood	9.6	9.6	7.9	10.2
601	State Comm. Coll.	5.0	6.3	N/A	5.3
State Averages		6.6%	7.8%	7.8	8.5

N/A = Not Applicable
DNA = Data Not Available
* Does not include districts with missing data

ERIC Clearinghouse for Junior Colleges APR 12 1985